

HAVE A FINE NAVY THURSDAY

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'Mr. Chuck' visits library storytime

Popular WKNO-TV children's personality 'Mr. Chuck' will be a special guest at the pre-school storytime of Bartlett Branch Library, 6382 Stage Road, on May 10 at 11 a.m. For more information, call LINC at 729-3402.

Baseball, softball 2000 registration

Registration for the 2000 Millington Parks & Recreation baseball and softball season will be held through tomorrow, 9 a.m. to 6 p.m., and Saturday, 10 a.m. to 2 p.m., at the Baker Community Center, Church Street, Millington. Birth certificates will be necessary for registration in the various age groups. For more information, call 873-5770.

American Indian Association meeting

The regular monthly meeting of the American Indian Association of Millington will be at the Baker Community Center on Church Street in the main dining area on Friday, March 17, 6:30 p.m. A potluck social will be followed by a business meeting. Visitors, prospective members and those interested in learning about American Indian heritage and culture are welcome.

On base

COMNAVPERSCOM Golf Tournament

The COMNAVPERSCOM Golf Tournament will be 7:30 a.m., Thursday, March 30 (shotgun start) at Glen Eagle Golf Course. It will be open to Navy Personnel Command/Naval Manpower Analysis Center (military and civilian) personnel only. Civilians participating must take annual leave. Format is a four-person scramble with participants making up their own teams or requesting assignment to a team. Cost is \$35 and cash prizes will be awarded. Sign up no later than Friday, March 24. Call or e-mail YN1 Colvin at 874-4269, or YNC(AW) Brooks at 874-4220.

Base All-Star Softball Team tryouts

All active duty personnel interested in trying out for the Base All-Star Softball Team must attend a tryout camp scheduled for 6 p.m., March 22-23, on field 3 at the four-field complex; and 6 p.m. March 24 at the varsity field, north of Pat Thompson Recreation Center. Plans are for the Base All-Star Team to compete in a Memphis Parks Commission league and to compete in the Fort Worth Invitational Tournament. Prospective team members must process a special request chit through their command for TAD at Fort Worth, Texas June 4-9. Contact Captain D.A. Lewelling or Chief Alan Cress at ext. 4-4437.

Crichton College Advance Program

Registration for Crichton College's Advance Program at Naval Support Activity Mid-South is scheduled for April 18, with classes beginning on April 25. Classes meet one night a week from 6-10 p.m. for 18 months. A bachelor of science degree in organizational management would be earned upon completion of all required coursework. If you have already accumulated at least 60 college credit hours and are at least 25 years old, you qualify to enroll in this program. Call Joanna Simonton, Millington site director, at 873-0794 for more details.

NLSO Saturday service

The Naval Legal Service Office Mid-South will have reserve attorneys available on Saturday and Sunday, March 18 and 19, to provide services to clients. This is a great opportunity to take care of your legal needs with Tennessee-licensed lawyers. To be eligible for services, you must be on active duty, retired, or a family member of an active duty or retired person. Please call 874-5793/94 to schedule an appointment.

Relief Society Thrift Shop open Saturday

The Navy-Marine Corps Relief Society Thrift Shop will be open Saturday, April 1, from 9 a.m. to 1 p.m. The Thrift Shop is located in building S-239.

'Caring for Baby'

Two weekly sessions of the Navy-Marine Corps Relief Society class, "Caring for Baby," will be held April 11 and 18-11 a.m.-1 p.m. This free program is open to all Navy and Marine Corps personnel and their dependents who have an infant, are expecting a baby, or are seeking information on caring for a child from newborn to one year of age. Information will be provided to participants on caring for a child, nutritional needs, health care, and growth and development stages of newborns to one year old. The first of the two-session course will focus on newborn-six mos., and the second on seven mos. to one year. Class size limit is 24 persons. To register, call 872-7266 or 874-7353.



Marking the completion of NLSO's newly renovated spaces with a ribbon-cutting are, from left to right, Yeoman Third Class Dorothea Lowery-Smith, Legalman First Class James Landry, Captain Lofink, Captain Scranton, Commander Byard Clemmons, NLSO commanding officer, and LN1 Christopher S. Brown.



From left: Constructionman David Kila, vice commander and director of operations; Capt. Scranton, and Constructionman Jacob Hernandez.



From left, with Capt. Scranton (r), are Constructionmen Robert Johnson, Brad Jordan, Calvin Rich, Mark Willis and Fletcher Murray.

Naval Legal Service Office welcomes Seabees' help in achieving renovations

Photos by LNCS Connie Cox

The Vice Commander and Director of Operations, Naval Legal Service Command, Captain Joseph D. Scranton, and the Commanding Officer, Naval Support Activity, Captain Diane L.H. Lofink, officiated at the recent ribbon cutting celebrating the renovation of the McCandless building (S-794) which houses the Naval Legal Service Office Memphis.

Joining the two leaders for the event were several members of the Legal Service Office staff.

This renovation was a remarkable success story representing the benefits of coordination between Washington and Mid-South officials, and creative use of available resources. The renovation, which included a new roof, new carpeting throughout the building, painting of all of the interior spaces, and some interior decorating with wall hangings, plants and furnishings, combined local funding and end-of-the-year monies from Washington.

Further, coordination with the NAVSUPACT Mid-South Public Works Office and the Seabee detailers (thanks to Cmdrs. John Baker and Bob McLean) resulted in seven Seabees being assigned to the NLSO for several months. These constructionmen were mission-critical to the renovation project.

Thanks to these outstanding Sailors, the Navy saved tens of thousands of dollars. The carpeting contract was let at less than half the cost because the Seabees handled the tough jobs of moving of the furniture in the building and the taking up of the old carpet. The Seabees painted the entire building, thus again saving countless dollars while providing the very best in quality.

As a result of the renovation, the NLSO staff and their many customers have a more professional and attractive environment.

The NLSO provides general legal assistance to approximately 300 customers per month, processes about 30 personal property claims a month, and recovers about \$8,000 a month in carrier recoveries related to household goods moves. The office also provides personal representation and advice for all members facing court-martial, nonjudicial punishment or administrative separation throughout a five-state area.

Currently, the NLSO is running a Tax Center that assists members in completing and filing their individual income tax returns. Last year, the center assisted about 900 personnel and brought in over \$600,000 in refunds.

Whoville is coolsville to Frayser students after NAVMAC visit

NAVMAC "Adopt-a-School" volunteer Yeoman First Class (AW) Brenda Calvelage gives voice to the Cat in the Hat, Horton the Elephant and Thidwick the Moose to help make last week's "Read Across America" a success at Frayser Elementary.

The annual week-long tribute to the renowned children's author "Dr. Seuss" took place in elementary schools across the nation last week. Volunteers poured into schools to twist their tongues in honor of a man that touched millions of young lives. NAVMAC made three trips to Frayser last week to read, discovering that children still love a good story. Seems "Whoville" is still a great place to visit.



"Mini-PDI" comptrollers workshop set for March 22

The American Society of Military Comptrollers, Tri-State Chapter, will hold a mini-Professional Development Institute on Wednesday, March 22 from 8 a.m. to 4:30 p.m. at the Navy Reserve Center,

building N-930. The title of the workshop is "PDI 2000: Professional Development in the New Millennium." Registration is \$30 for members, \$40 for non-members.

NWS

The Defense Finance and Accounting Service will offer the new Series I Savings Bonds and the existing Series EE Savings Bonds to active duty and retired military members beginning April 1. Civilian employees have been able to purchase I Bonds since March 1 through the Voluntary Payroll Savings Plan.

The I Bonds will be sold at face value (you pay \$50 for a \$50 bond) and will be offered in \$50, \$75, \$100, \$200, \$500 and \$1,000 denominations.

The I Bonds provide Americans a bond with a fixed rate combined with semiannual inflation adjustments that will help protect the purchasing power of their savings from inflation.

The I Bonds are an accrual-type se-

curity, meaning earnings are added to the bond each month and interest is paid when the bond is cashed. The I Bonds will grow in value with inflation-indexed earnings for up to 30 years.

For more information regarding the benefits of the new I Bonds or the EE Bonds visit the Bureau of Public Debts website at <http://www.savingsbonds.gov>

New savings bonds offer hedge against inflation

Commentary

Captain's log

"The census is coming! The census is coming!" The words ring out like Paul Revere's warning. What's it all about? Doesn't the government already have enough data on every American to meet every possible need? Even more puzzling for our military personnel, why should they fill out a census form at Navy Mid-South when they really call another place "home" and may be a registered voter in a different state?

Perhaps the most important thing is to understand why a census exists in the first place. "What's in it for me?" is a common question when people are asked to reveal personal information and invest time in completing a form. In fact, census data is the basis for most of the government and commercial services we enjoy in society. Data is used to update maps and charts, to determine where to build or improve roads (add lanes, install stoplights, and adjust speed limits), where to build hospitals, schools, and senior/childcare centers, and where to target government aid programs such as federal job training programs, Head Start, or the Women, Infants, and Children (WIC) program.

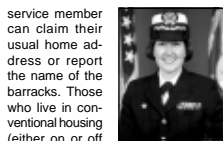
Census information is also used to decide how money donated from private sources for United Way gets distributed for health and human services. Accurate data is critical to public health programs; it is used for analyzing birth rates, death rates, disease incidents and prevalence of disease in the community.

Another use is in aiding emergency operations. During Hurricane Andrew in 1992, census information aided the rescue effort by providing relief workers with

estimates of the number of people missing in each block, as well as maps of entire neighborhoods that had been obliterated. This one should resonate with any Mid-South resident who has ever heard the tornado sirens wail.

Now for our military personnel. Participating in the census is an extension of our civic duty. Perhaps our most immediate impact is helping to determine the correct amount of state and federal funding our local communities receive. Back in 1990, the population of the then-Navy Air Station Memphis was dramatically different from NAVSUPACT Mid-South's current population. It is for this reason that every member of Navy Mid-South is counted to ensure our communities receive the full amount of funding due them. The number of armed forces personnel in each state's official total will help determine the number of seats each state will have in the U.S. House of Representatives.

Most people in the United States will be counted at their usual residence, the place where they live and sleep most of the time. This is not necessarily the same as the person's voting or legal residence. This is fairly obvious for most people, but may not be quite so clear for people in the Armed Forces and their families. Simply stated, those of us stationed in the United States are counted at our usual residence (the place where we live and sleep most of the time), whether it is on or off the military installation. Military personnel who are housed at installations (such as in a barracks) will receive a specially designed form at their place of work. On this form, the



Captain Diane L.H. Lofink

service member can claim their usual home address or report the name of the barracks. Those who live in conventional housing (either on or off the installation) will receive both a form at the residence and a form at the place of work. The Census Bureau will eliminate any duplication during processing.

It is understandable that in our society, people are concerned about protecting their privacy. Your answers are confidential and no data on any individual or family will be published. By law, the Census Bureau cannot share an individual's answers with others, including welfare agencies, the Immigration and Naturalization Service, the Internal Revenue Service, the courts, police or Armed Forces. The census employees and Armed Forces personnel who assist with the census at the installation are sworn to protect the confidentiality of all answers or face up to five years in prison and \$5,000 in fines.

Much of the information in this article comes from the Census 2000 website. If you have any questions, I encourage you to visit the site, www.census.gov, that contains a wealth of information about the census and how it will be administered.

Please take the time to fill out your census form completely and accurately. The data gathered will set the stage for services and funding for at least the next decade. It's worth your undivided time and attention!

Chaplain's corner

Observing the season of Lent

By Chaplain (Cmdr. (Sel.)) Greg Darden

The season of Lent began on the 8th of March this year. Lent is roughly a six-week period prior to the celebration of Easter. In the Christian faith, it is a time for reflection, repentance and denial. Lent is a period of time for Christians to take a critical look at all aspects of their lives.

For some Christians it is a time of denial—denial in the sense that one denies oneself of something in order to aid in their spiritual focus and understanding. Some Christians give up certain foods or conveniences during Lent. Some give up things like the television, radio, or other forms of entertainment to focus on their spiritual development. (Imagine giving up your computer for Lent!) So if you hear someone say, "I gave that up for Lent," you know that they are practicing the spiritual discipline of denial.

Lent is more about repentance. Sin which I will define here simply as "disobedience to God's will" is a problem for us all. Christians are not perfect and are not sinless. Lent is a time to remember how our sin is forgiven. For Christians, sin is forgiven by the suffering and death of Jesus—to be more exact, the shedding of Jesus' blood was for the forgiveness of our sin. Forgiveness of sin for the Christian comes at a high price: the death of God's son. So Christians, during the season of Lent, are called to examine their lives closely and to see if there be any sin that needs to be confessed to God. If sin is found, then one needs to seek God's forgiveness and to change their ways.

Lent is also about reflecting on the journey of faith for the Christian. Where am I in my spiritual journey with God? Have I continued to grow and mature? Have I stagnated or lost ground? What have I been doing for the Kingdom of God? Have I devoted time to the study of scripture, and am I praying as one should? These are all questions that require serious and often deep reflection on the part of the Christian.

So as the season of Lent begins, Christians have the opportunity to renew their faith. Christians can examine their lives and take account of their spiritual condition. They can renew their commitment to God and to Christ's church. If you are a Christian, I urge you to take advantage of this season of renewal.

Retirement plan options widen with 2001 alternative to REDUX

Reprinted from *On Watch*
Newsletter of the Fleet Reserve Association

Beginning in 2001, Armed Forces personnel will be faced with an important financial decision. Thanks to the FY2000 Defense Authorization Act, thousands of career service members entering their 15th year of service can choose between two military retirement plans.

Service members who entered the service after July 31, 1986 and who are approaching the 15-year point of their career must decide whether to accept the High-3 retirement plan or elect the REDUX plan and receive a \$30,000 lump sum bonus. Each plan has merit and determining which best suits your needs will depend on your individual goals and circumstances.

Background

When Congress enacted the Military Retirement Reform Act of 1986, commonly known as REDUX, service members who entered the service after July 31, 1986 were eligible to receive 40 percent of their "high-three" average base pay after 20 years of service. Members who'd entered prior to that date were eligible to receive 50 percent of their "high-three" basic pay at retirement. This inequity meant some service members of the same rank and performing the same job were eligible for significantly reduced retirement benefits. The Fleet Reserve Association sponsored a grassroots letter-writing campaign and lobbying on Capitol Hill to repeal REDUX. The National Defense Authorization Act for FY2000 did just that by allowing service members affected by REDUX to choose between the two retirement programs.

Two options

The Department of Defense has established a website (<http://pay2000.dtic.mil>) that outlines the two retirement options and includes a calculator that will help service members examine the financial benefits of each plan. Assistant Director of Compensation for Retired Pay and Survivor Benefits Thomas Tower says the website outlines "the applicable provisions of the FY2000 defense bill, offers examples of typical situations, answers frequently asked questions, and points out a lot of different alternatives in using the [bonus] money."

High-3 plan

The High-3 plan now applies to anyone who entered after Sept. 7, 1980. "REDUX has essentially been repealed.

[If you entered the service after July 31, 1986 and used to be under REDUX,] you are automatically back on the High-3 plan as dictated by the 2000 defense bill. The only way you can get the REDUX retirement plan is by making an election to receive the bonus," said Tower.

Although the High-3 plan is often touted as "50 percent after 20 years," it's a little more complex than that. According to the Pay2000 web site, each year of service adds 2.5 percent toward the retirement multiplier (2.5 percent x 20 years = 50 percent). If a member serves for 30 years, the multiplier reaches its maximum of 75 percent (2.5 percent x 30 years = 75 percent). This percentage is multiplied by the average basic pay for the highest 36 months of the individual's career, most often the final three years of active duty service. The longer a member remains on active duty, the more retirement pay he or she will receive.

Cost-of-living adjustments are applied to retired pay annually and are calculated based on the Consumer Price Index, which measures inflation. Under High-3, annual COLAs equal the annual CPI and protect retirement pay from the effects of inflation.

REDUX/Bonus Plan

When career service members who entered the military after July 31, 1986 reach their 15th year of service, they can elect to receive a \$30,000 lump sum cash bonus and revert to the REDUX program.

The REDUX retirement multiplier differs from the High-3 system, but is still applied to the average of the highest 36 months of basic pay. Under REDUX, the first 20 years of service each contribute 2.0 percent toward the retirement multiplier, and each year thereafter is worth 3.5 percent. Twenty years of service will net retirement benefits of 40 percent of average active duty basic pay (2.0 percent x 20 years = 40 percent), while 30 years of service will pay 75 percent (2.0 percent x 20 years + [3.5 percent x 10 years] = 75 percent), the same as a retiree under the High-3 plan. (See the chart, above right.) As with High-3, the longer an individual remains on active duty, the higher their monthly retired pay will be. "If you stay for 30 years of service, you'll find that the REDUX option is more attractive because you don't have a reduced multiplier," said Tower. "You'll get 75 percent, just as if you'd retired under the High-3 system, plus the \$30,000 bonus. The only difference

is the annual COLA, which gets readjusted at age 62."

REDUX COLAs and other adjustments

Cost-of-living adjustments under REDUX are not as generous as those provided by the High-3 system. The REDUX COLA is equal to CPI minus one percent, meaning that retired pay COLAs will not keep pace with inflation. However, a commonly overlooked feature of REDUX is a re-computation of retired pay at age 62. When a REDUX retiree

Retirement Multipliers		
Years of Service	REDUX	High-3
20	40%	50%
22	47%	55%
24	54%	60%
26	61%	65%
28	68%	70%
30	75%	75%

reaches age 62, two adjustments are made. First, the multiplier is automatically set to what it would have been had the member elected the High-3 plan. For example, the multiplier for a REDUX retiree with 24 years of service would go from 54 percent to 60 percent at age 62. The multiplier is still applied to the original average of their highest 36 months of active duty basic pay.

The second adjustment involves applying full CPI cost-of-living adjustments to every retirement year. A new base retirement salary is then calculated. While REDUX and High-3 retirement salaries are equal for retirees at age 62, future REDUX COLAs will remain at the lower "CPI minus 1 percent" rate.

Bonus

To receive the \$30,000 retention bonus in their 15th year of service, members must agree to remain on active duty for a minimum of 20 years. According to the Pay2000 web site, the full bonus will be paid within 60 days after the member commits to this service obligation. If a member doesn't complete the 20-year obligation, he or she will be required to pay a pro-rated portion of the bonus.

Factors to consider

Choosing between the two retirement plans won't be easy and there are many factors to consider. "You've got to look at it from your own perspective and what your alternatives are," said Tower. The

web site allows users to plug in different factors which will affect future retirement income so they can see the monetary impact.

Length of service has significant bearing on retirement earnings. Not only does the multiplier increase, but annual active duty pay raises increase the basic pay upon which retirement benefits are calculated. The Pay2000 calculator allows users to enter in their projected pay grade and years of service at retirement. "Pay table increases between members' 15th year of service and when they actually retire can make a big difference in what their retired pay will be," said Tower. "The initial retired pay shown in the charts at the web site reflect those increases."

What you'd do with the bonus money is another critical point to consider, according to Tower. The value of the bonus will vary for each individual. It can be invested for five to 15 years before retirement and the power of compounded savings could potentially outstrip the worth of the High-3 multiplier. "You've got a lump sum today versus a continuing stream of higher payments in the future. [You have to ask yourself:] 'Will what I do with that \$30,000 today offset the effects of reduced retired pay for the rest of my life after I retire?'" he said. "The web site points out different alternatives in using the bonus and the calculator gives you a simple and direct financial comparison."

Users can indicate what portion of the bonus they'd invest in the tax-deferred Thrift Savings Plan (should the TSP become a reality for military personnel), what amount would go into taxable in-

vestments and what amount would be spent on purchases. "If you spend the money [rather than save or invest it], you have to figure out how that alters the value of the bonus," said Tower. He advises bonus recipients to look ahead. "If you buy a new car with it, the money will be spent and in 10 years the car will have lost its value. It won't compound into anything for the future. If you don't feel like you can do something wise with the money, maybe you should go with the High-3 system," he said.

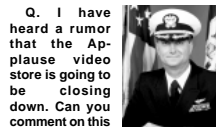
Some people may choose to invest the bonus in themselves. "Let's say a person has a great idea and starts a small business that produces a tremendous amount of future income. Obviously, it would be worth taking the bonus if it would help you do that, but that's a risky decision." Just as with stock market investments, "you have to be willing to take the down side of a risky investment," said Tower. "A more conservative approach might be to get a college degree or advanced degree which might greatly increase your entire future income stream."

The Pay2000 calculator allows users to adjust such economic factors as the inflation rate and rate of return on investments and see how that impacts their future retired pay. "[The web site starts] with some conservative assumptions that we think are realistic starting points," said Tower. "If you're not a financial whiz kid, you probably need to enter fairly conservative rates of return when doing the analysis," said Tower. "The rate of return makes all the difference in comparing these kinds of things."

Ask the XO

Q. I'm pleased that we have recycling, but wondered why we do not have glass recycling in addition to the cardboard and aluminum? If it's an effort to save money, we have garbage pickup on base twice a week and we could add that to the pickups once a week.

A. When I reported here in June 1997, that was one of my concerns. However, there are no local companies that recycle glass, including the City of Millington. Therefore, we don't recycle glass because there is no place that will do the recycling.



Cmdr. Gary Thompson

A. Yes, the rumor is correct. The current contract has expired but been extended to April 1. The Navy Exchange Command is advertising for new contractors. Until such time as that is complete, it is unknown if another company will operate a video store here.

The Bluejacket

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Medical Corps celebrates 129th anniversary



Medical Corps officers at Branch Medical Clinic, pictured from left to right: Lieutenant Sue Miller; Captain Leland Mills; Lt. Sanjoydeb Mukherjee and Lt. Dan Ripley. Also present was Lt. Mark Nguyen.

By Lt. Dave Janco
Branch Medical Clinic

On March 3rd, the Navy's Medical Corps celebrated its anniversary. This is an interesting and somewhat controversial date, as it was on this date in 1871 that legislation passed by Congress first mentions a Medical Corps. However, physicians have served in the Navy and sailed aboard ships of the line long before this date. While we commemorate March 3rd as the official date, physicians have served as an integral part of the Navy for over 223 years. In fact, the Chief of the Bureau of Medicine and Surgery referred to a Medical Corps in numerous annual reports to Congress as far back as 1866.

On March 2 of this year, Branch Medical Clinic Mid-South celebrated the Medical Corps' 129th anniversary with a traditional cake-cutting ceremony. The Branch Medical Clinic staff was present to observe Captain Leland Mills, the oldest command Medical Corps officer, and Lt. Sanjoydeb Mukherjee, the youngest, cut the first piece of cake.

Mandatory travel card date extended to May 1

NNS

Service members and Department of Defense civilians now have until May 1 before use of the government travel credit card is mandatory. DoD officials said March 3. DoD is one of a number of agencies given two extra months to implement the program, said Nelson Toye, DoD's deputy chief financial officer. William J. Lynn, undersecretary of defense (comptroller), signed the memorandum announcing the extension March 1. "Within DoD, the primary reason for the delay is that we were so

late receiving the guidance," Toye said. "Our components came back to us and asked for an extension. When we applied to the General Services Administration, they were willing to grant us the extension." Toye said that GSA officials made it clear there "would be no more extensions." Toye's guidance in the meantime to DoD finance officials is to implement the travel card program to the extent possible. He said the extension does not mean Congress is rethinking the policy. It has just taken longer than expected for government agencies to work out the details. DoD issued new policies in mid-February to

implement travel card requirements in an amendment to the Federal Travel Regulation published by the GSA in the Jan. 19 *Federal Register*. The amendment implements requirements in the Travel and Transportation Reform Act of 1998. The DoD began using travel cards in 1983 to pay for lodging, transportation, rental cars and other allowable expenses. The current contractor is Bank of America VISA. For more information on DoD's travel card program, visit the Defense Finance and Accounting Service web site at <http://www.dfas.mil> or the Bank of America site at <http://www.bankofamerica.com/government>.

Navy College Office hosts open house March 28

The Navy College Office is sponsoring an open house for all command Education Services officers and career counselors on Tuesday, March 28 from 2-4 p.m. in building S-241.

The purpose of this event is to introduce military education personnel to the Navy College facility. There will be an information session which will allow each college coordinator to give a short presentation on the degree programs available on the base from their respective institutions.

If you are interested in attending a presentation that will help your Navy College staff get more military personnel participating in the Navy College Program, please call 874-5290.

Eggstra-ordinary equinox tricks



The season we will enter on March 21st is well-known and welcomed as spring, but is also the vernal equinox, perceived throughout human history as a time of organic and spiritual rebirth.

The egg is the most obvious of all symbols of fertility, and ancient eggish customs continue not only in the form of Easter eggs, but also in the quaint superstitious belief that you can balance an egg on end on March 21st. Because of the sun's

perceived equidistant position between the poles during the equinox, so the belief goes, special gravitational forces must come into play.

Actually, with practice, it is possible to stand a raw egg (although not a hard-boiled one) on its end at any time of the year. However, if you're just into impressing friends by any means, you can cheat and rest the egg on a thin layer of salt, then blow all but a few invisible grains away. Voila!

Hazardous waste collection day comes to Navy Mid-South in May

Shelby County had the two largest household hazardous waste collection events to be held in the state in 1999. Shelby County collected 69.58 tons of household hazardous waste on May 8 and 70.15 tons on Nov. 13. The grand total for 1999 was 139.73 tons collected and properly disposed of, which would

have otherwise found its way into a landfill. All Shelby County residents should be very proud of this accomplishment!

Groundwork has already begun to have the next household hazardous waste collection event on May 13. Arrangements are now being made so one of the locations will be at Naval Support

Activity Mid-South. Times of operation will be from 8:30 a.m. to 2:30 p.m. The site will be the Willis Gate entrance eastern parking lot. A different twist will be added to this event that will allow local farmers in the area to drop off agricultural products.

This is a great opportunity for residents to dispose of up to 100 pounds of household hazardous waste and ensure proper disposal. Start preparing for the event today by looking around in your closets, garage, basement, cabinets, and storage buildings to see what you can dispose of at the event. Perhaps you and your family are about to relocate to a different home or area of the country. The next household hazardous waste collection event will be conveniently located, and now you have ample time to do that "spring cleaning" you have been putting off.

Examples of approved materials for disposal include paints, solvents, cleaners, pesticides, automotive fluids, batteries (all types), and aerosols. Materials that **WILL NOT** be accepted are empty containers, medical waste, explosives or ordnance, radioactive materials, or any wastes generated by commercial enterprises.

The household hazardous waste collection event is free to households in Tennessee. The event is being funded by Tennessee's Solid Waste Management Fund.

NAVMAC's Civilian of the Year is 'point man' Davis



Jerry Davis

Congratulations to Navy Manpower Analysis Center's Civilian of the Year, Jerry Davis. Davis is a senior management analyst working at the tip of the spear in new technology as a member of NAVMAC's Manpower Research and Acquisition Support Department.

QUALITY CORNER



NAVAL SUPPORT
ACTIVITY
MID-SOUTH
MILLINGTON,
TENNESSEE

The Navy Mid-South Quality Corner is featuring individual Naval Support Activity Mid-South departmental mission statements.

MORALE, WELFARE AND RECREATION DEPARTMENT MISSION

The mission of the Morale, Welfare, and Recreation Department is to offer the highest-quality recreational facilities, programs, products and services to the NAVSUPACT Mid-South community by providing convenient, safe and inviting facilities staffed by friendly professionals.



Left to right: PN1 Lynn A. Harcarik, YN2 (AW) Terry T. Black, HM3 Lori A. Sliger and Gary B. Rogers.

NPC's best gain deserved recognition

Story and photo by
JO1 Daniel Pearson
Navy Personnel Command
Public Affairs

Four of Navy Personnel Command's top performers for 1999 were honored during an awards ceremony at the Jamie Whitten Building on March 2.

Personnelman First Class Lynn A. Harcarik garnered Sailor of the Year (SOY) honors, while Yeoman Second Class (AW) Terry T. Black was chosen as Junior Sailor of the Year. Hospital Corpsman Third Class Lori A. Sliger was selected as Bluejacket of the Year, and Gary B. Rogers was honored as Civilian of the Year.

Although the selectees went through a competitive screening process, their selection was about recognition, not competition, according to Rear Admiral James B. Hinkle, commander, Navy Personnel Command. "These individuals were chosen for their efforts, but this award is not about being better than the other nominees. It's about recognizing their outstanding accomplishments over the past year. We have such a fine group of people working here that choosing the best is really a difficult task. A lot of people could easily be standing here today."

Harcarik, an Enlisted Training and Administrative Reserve (TAR) monitor, shared Admiral Hinkle's view. "It's a huge honor to be selected here, because I know these [Sailors] are the best the Navy has to offer. It could have gone any way."

The hard work and dedication for which the group was honored is not limited to those chosen for the yearly honor, according to the Bluejacket of the Year. Sliger, a Hospital Corpsman Assistant "C" School detailee, said several Sailors within her branch studied together and encouraged each other during the competition. "I would have loved to see any of us win," she added. "I was honored at the nomination, but to be selected was fabulous, especially going against the caliber of Sailors here."

"There are a lot of people here that deserve it," agreed Rogers, an administrative assistant with the Surface Lieutenant Commander Assignment Branch. "It's an honor to represent the civilian work force here at NPC."

Working at a command with the quality personnel that NPC has can be a bit stressful, according to Black, administrative assistant, Naval Reserve Personnel Management Department. "It's pressure, but it's good pressure," said Black. "You really have to step up your performance, because you know you're being looked at every day."

Not surprisingly, there was a common thread to what the selectees believed had helped them gain recognition, indicating customer service was an important part of their success. Rogers said that he tries to give his customers the kind of service that he would want. "After a PCS move is completed, we want the individual to feel good about it. We want the person to feel that they have worth and value to the Navy."



WHAT DOES THIS MEAN TO YOU?
"Let them know that they are important."

Submit comments to:
smillican@navsupact-midsouth.navy.mil

Navy-Marine Corps Relief Society Fund Drive Low profile; high impact

By Jim Robinson
NMCRS Mid-South Manager

We won't announce your arrival with a drum roll and trumpets. We won't send up any flares. In fact, we'll keep your visit quiet and confidential. We operate so quietly that you may not have heard of us recently. But our organization has been around for almost 100 years, and just last year, nearly 58,000 Navy and Marine Corps families passed through our doors and walked out with more than \$43 million in interest-free loans and grants, and lasting solutions to their emergency financial problems. We paid for food and shelter, vehicle repairs, household set-up, emergency transportation, funerals, medical and dental expenses and lots more.

We're the staff of the Navy-Marine Corps Relief Society. At our offices on about 250 Navy and Marine Corps bases ashore and afloat, more than 3,000 dedicated, trained and caring volunteers manage the majority of our programs and services. They are supported by fewer than 300 paid professionals. Our mission is to provide, in partnership with the Navy and Marine Corps, financial, educational and other

assistance to active duty and retired members of the Naval Services of the United States, and their eligible family members and survivors.

The Society also provides assistance in the form of budget counseling services, referral services to other community resources, visiting nurses and budgeting for baby/layettes (also called junior sea bags) for new members of your family.

How do we pay for all of the assistance we provide? The Society is a private, non-profit, charitable organization that receives funding through the Secretary of the Navy's annual fund drives: active duty conducted in March, and retirees' conducted in June each year. The Society also receives bequests, memorials, profits from Navy Balls, investments, receipts from Thrift Shop sales, and most significantly, the repayment of interest-free loans that our customers receive. We receive no government funding.

Please remember us in March during the annual fund drive in support of your Society and throughout the months ahead. Every dollar donated to the Navy-Marine Corps Relief Society translates into financial assistance available for your shipmates and their families in time of need. *Thank you!*

Enlisted advancement system smooths way for able Sailors

By Lynette S. Williams,
CNP Public Affairs

Changes have been made to the Navy Enlisted Advancement System that will further enhance the Navy's future by streamlining the process for the advancement and promotion of Sailors. In announcing these changes, Vice Admiral Norb Ryan Jr., chief of naval personnel, stated his commitment to continue supporting all efforts to improve Sailors' opportunities for advancement.

"These changes will insure that the Advancement System continues to properly prepare Sailors for advancement and help to promote the best qualified candidates while reducing unnecessary administrative requirements," said Ryan.

As noted in NAVADMIN 42/00, several timesaving changes are now effective.

With the advent of watch station Personal Qualification Standards and improved shipboard training programs, Personal Advancement Requirements are considered outdated and redundant and have been eliminated for advancement exam eligibility. Eliminating PARS will save significant man-hours for Sailors preparing for the exam and will eliminate the effort spent to update and verify PARS completion in the Sailor's service record.

In addition to PARS, Training Manuals and Non-Resident Training Courses are no longer required for advancement exam eligibility. TRAMANS or NRTCS will still be available, and their completion is essential to support advancement opportunities for Sailors.

Elimination of this requirement will

also save time for Sailors and reduce the time spent by educational service officers to verify course completion when ordering exams.

Another change to NEAS allows chief petty officers and above to serve on local examining boards to administer, proctor, handle, destroy and forward advancement exam returns to the Naval Education and Training Professional Development and Technology Center. This change expedites and improves accuracy of exam returns while allowing commands to spread the workload during the exam-processing period.

An additional NEAS change includes rescheduling E-4, E-5 and E-6 exams on the first three Tuesdays, respectively, in March and September, with seven days between each exam.

Previously, all three exams were administered within an eight-day period, allowing little time for proper preparation between exams. This change will result in fewer exam discrepancies and faster exam processing.

The last change allows automatic advancement for E-3s after the minimum time in rate at E-2 is met and the candidate has a favorable recommendation for advancement on their most recent evaluation.

Commands presently have all information needed to determine when their junior Sailors are eligible to advance, and by eliminating the requirement to route a special request chit through the commanding officer and the local Personnel Support Detachment, Sailors advance more quickly, adding dollars to their paycheck.

More details regarding the changes to NEAS can be found in NAVADMIN 42/00, on the BUPERS web site at <http://www.bupers.navy.mil>

Hazardous waste seminars set for April

A Basic Hazardous Waste Facility Operator's Course has been scheduled for April 3-5, and a Review Seminar for the course is set for April 6.

All classes are from 8 a.m.-4:30 p.m. each day in building S-237, Safety and Occupational Health Manager's Training Room. The operator's course is required for all personnel who handle hazardous waste in a designated accumulation area at Naval Support Activity Mid-South, as specified in NAVSUPACTMIDSOUTH-INST 5090.4.

The training will teach designated hazardous waste coordinators how to perform their duties in a manner required by Navy, federal, and state regulations.

The review seminar provides a review for those hazardous waste coordinators who have successfully completed the NAVSUPACT Mid-South Hazardous Waste Facility Operator's Course within the last 12 months.

Nominations for the course and review seminar, listing name, grade, office phone number, and type of hazardous waste handled, should be forwarded to the Human Resources Office (Attn: Ms. Mary Frances Anderson) in building S-455.

Also, for those taking the review seminar, the date the basic course was completed should be included. Nominations to either class must be submitted to Ms. Anderson no later than March 24.



Waitresses at Joey Pagoda's restaurant, Jung Ramsden (left) and Chong Thompson, stand ready to serve the new selections.



Troy Weeks (left), representative for Quality Foods, and Tina Cody, cook, look over menu items and recipes for dishes to be included in the future.



The empty steam table at the Joey Pagoda counter awaits the new and improved dishes.

Joey Pagoda's offers new flavors at Food Court

The menu at Joey Pagoda's is being changed to include more traditional Chinese dishes, such as moo goo gai pan, chicken chow mein, kung pao chicken, Szechwan beef, vegetable lo mein, pepper steak, vegetable medley, and General's Chicken. Most of these will be prepared in the new induction wok, which only conducts heat to the metal pan while remaining cool to the touch of the hand. Menu items will be rotated daily to include four or five of the approximately 12 new menu items, all prepared fresh daily.

Physical readiness and 'outstanding' PRT take work!

By Robert C. Nowak,
Command Master Chief
Navy Lakehurst, N.J.
Reprinted from the Air Scoop

The Chief of Naval Operations has said he will be making the Physical Readiness Test more challenging. Maximum times for the runs will go down, curl-ups requirements will be the same for male and females, and number of required push-ups will increase.

The PRT is an integral part of what we do as Sailors and has been for quite a while. From day one it's been a requirement for most of us, and will continue to be until separation or retirement—which ever comes first. So, don't fight it, embrace it; and don't dread it, prepare for it.

The people that fail the PRT do so, simply, because they haven't prepared themselves physically or mentally. The common perception is that as you get older, preparing for the PRT gets harder. During my high school days, I remember my coach saying: "When the going gets tough, the tough get going." What he was really telling us was that it was all in our attitudes and how we prepare and attack the challenge before us.

Many Sailors that fail the test can't blame old age, because some are in their 20s. So that leaves attitude and a personal desire to excel. Remember, it's really never too late to improve your physical condition or attitude. In my PRT history, I've actually improved over my younger days. The reason is: I now work harder than I did before, because I'm older and I have to, but even more importantly: I want to.

The question that we all must answer is: Am I willing to put forth the hard work and effort? Many wait until the last moment, which is a few weeks or days before the official PRT, only to realize it's too late to say "yes" to that question. How can you "make it happen" for yourself?

Here are some suggestions:

- 1) Find a shipmate or "buddy" to work out with and get into a routine.
- 2) Realize how important you are to yourself and how good physical conditioning can improve your health and longevity of life.

- 3) Take advantage of your spare time (like the next time you're watching Jerry Springer or some other meaningful net-



work program); just drop down and do a few push-ups or sit-ups on the commercial break. Just think: 10-20 reps here and there can add up and you'll be amazed at the results over a short period of time.

- 4) Be smart when taking the PRT by taking the time long before the test to

look at the point system of the PRT. How many times have you heard someone say they missed getting an outstanding or excellent by just a few points? I hear it all the time and that one extra push-up or sit-up could have made the difference. But, since the member didn't have any idea of the point system and what they needed overall to achieve an outstanding, they cheated themselves out of the better score.

5) Know your strengths and weaknesses. This means to simply know what you're good at and capitalize on it. For example, you're a poor runner, but you know you're good at doing push-ups and sit-ups, or vice versa. Look at the point value for the time you normally do on your run, then look at the total points it takes to get an outstanding. Subtract the points of your weaknesses from the outstanding, and the remaining points become your target points to achieve through your strengths.

Traffic tickets

There were 36 traffic incidents for the two-week period of Feb. 28-March 12 which resulted in 26 Armed Forces Traffic Tickets (DD Form 1408) issued and 10 U.S. Federal Magistrate Tickets (DD Form 1805) issued.

The tickets were issued the following days:

Armed Forces Traffic Ticket (1408)		
DATE	OFFENSE	LOCATION
Feb 29	No base decal	Wasp & Navy Rd
Feb 29	Illegal parking	S-752 parking lot
Feb 29	Illegal parking	Essex & S-447
Feb 29	Illegal parking	Essex & S-448
Feb 29	Illegal parking & no base decal	Essex & S-448
Feb 29	Illegal parking	S-752 parking lot
Feb 29	Allowed unlicensed driver to operate vehicle	S-752 parking lot
Feb 29	Illegal parking & no base decal	Hornet & S-767
Mar 1	Illegal parking	N-62
Mar 1	Illegal parking	S-751 parking lot
Mar 1	Illegal parking	S-784 parking lot
Mar 1	Illegal parking	S-784 parking lot
Mar 1	Illegal parking	S-751 parking lot
Mar 2	Speeding 40 in a 25 mph zone	Casablanca & Hornet
Mar 2	Disobeyed stop sign, failure to have ID or drivers license	Attu & Eagle's Peak
Mar 2	Speeding 25 in a 15 mph zone	Savitz & Talos
Mar 2	Speeding 23 in a 15 mph zone & no base decal	Savitz & Saipan
Mar 3	No base decal	Wasp & Navy
Mar 3	Disobeyed stop sign	Tarawa & Essex
Mar 4	Speeding 37 in a 15 mph zone	Polaris & Enterprise
Mar 6	Speeding 27 in a 15 mph zone & no base decal	Savitz & Saipan
Mar 6	Speeding 30 in a 15 mph zone, no base decal, & no registration	Savitz & Saipan
Mar 7	Improper backing	John Paul Jones
Mar 8	Speeding 44 in a 25 mph zone & no base decal	Singleton & Oriskany
Mar 11	Disobeyed stop sign	Essex & S-447
Mar 12	Illegal parking	S-447 & Essex

U.S. Federal Magistrate Ticket (1805)		
DATE	OFFENSE	LOCATION
Mar 1	Illegal parking	S-791 parking lot
Mar 2	Speeding 52 in a 35 mph zone	Wasp near
Mar 2	Speeding 47 in a 25 mph zone	Ticonderoga
Mar 3	Illegal parking	Singleton & Wasp
Mar 5	Speeding 54 in a 35 mph zone	Essex & S-239
Mar 5	Failure to carry drivers license	Singleton & S-786
Mar 7	Driving on a revoked drivers license	Singleton & S-760
Mar 7	Speeding 35 in a 25 mph zone	Singleton & S-760
Mar 9	Expired drivers license	South gate
Mar 12	Speeding 52 in a 35 mph zone	Singleton & Oriskany

Ask the XO: 874-7200

ENERGY AND WATER EFFICIENCY TIPS AND CLIPS

The Navy spends \$752,000,000 on shore facility utilities each year—the single largest line item in the shore facility operating budget. Utilities consume, on average, 38

percent of your CO's base operating support budget. Make energy efficiency a habit and help your activity save millions of dollars each year and reduce pollution.

Promotions, awards, re-enlistments



Rear Admiral James B. Hinkle (third from left), commander, Navy Personnel Command, presents service pins to a group of civilian employees at the Whitten Building in recognition of their lengthy government service. They are (from left to right): **Ms. Jean Zastrow**, budget analyst, Naval Reserve Resource Management Office, 30 years; **Ms.**

Catherine Moss, assistant head, Distribution Policy Administration Section, 30 years; **John Hickok**, head, Sports, Mission Support Branch, 25 years; **James Collins**, head, Programming and Budget Branch, 25 years; and **Ms. Pam Crespi**, head, Community Support Branch, 25 years.



Commander Bruce L. Northrup (second from left), head, Technical Assignments Branch, presents Navy and Marine Corps Commendation Medals to **Chief Gunner's Mate (Surface Warfare) Foy M. Harris** (left), **GMC (SW) Terry L. Miller** (second from right), and **Senior Chief Operations Specialist (SW) Timothy J. Otty** during an awards ceremony at the Whitten Building recently. Harris received his award for meritorious service as Ordnance Division leading chief petty officer aboard USS Benfold (DDG 65). Miller was recognized for meritorious service as Ordnance Division LCPO aboard USS Bunker Hill (CG 52). Otty was awarded for meritorious service as operations specialist detailer at Navy Personnel Command.



Lieutenant Commander Robert J. Ware (center), acting head, Allocations and Statistics Branch, was promoted to his present rank during a ceremony at the Whitten Building March 6. Rear Admiral Hamlin B. Tallent (right), assistant commander, Navy Personnel Command for distribution, and Captain (Sel.) Tommy D. Klepper (left), Allocation and Statistics Branch, pinned on Ware's gold oak leaves.



Lieutenant Joe Nosse (left) was awarded the Navy and Marine Corps Commendation Medal March 8 for meritorious service as submarine community new accessions, junior officer sea duty, and junior officer shore duty detailer. Presenting the award is Captain Robert Holland, director, Submarine/Nuclear Power Distribution Control Division. Nosse has since transferred to Groton, Conn.



Dental Technician First Class Barbara A. Munro (right), an order writer in Medical Assignment/Placement Branch, receives her commission as an ensign in the Medical Service Corps during a recent ceremony at the Whitten Building. Here, Captain Harvey L. Simpkins, head, Medical Optical, administers Munro the oath of office.



Commander Alan Blackketter (left), assistant head, Enlisted Performance Branch, is promoted to his present rank during a ceremony at Goetsch Hall recently. Rear Admiral James B. Hinkle, commander, Navy Personnel Command, administers Blackketter the oath.